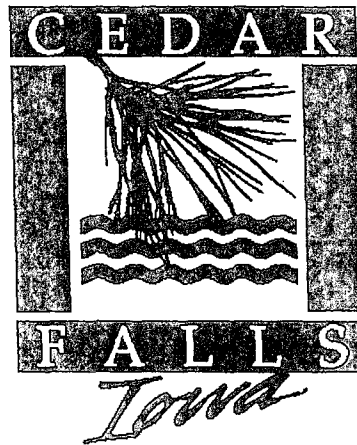


Cedar Falls

Teamsters #238 (Public Works)

7/1/2006 6/26/2009



COLLECTIVE BARGAINING AGREEMENT

BETWEEN

CITY OF CEDAR FALLS, IOWA

AND

TEAMSTERS UNION LOCAL NO. 238
(Park and Public Works Divisions)

July 1, 2006 – June 26, 2009



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AGREEMENT

This Agreement, entered into this 26th day of June, 2006, by and between the City of Cedar Falls, Public Works Unit, hereinafter referred to as the "Employer", and Chauffeurs, Teamsters and Helpers Local Union No. 238, affiliated with International Brotherhood of Teamsters, hereinafter referred to as the "Union", represents the complete and final agreement on all bargainable issues between the Employer and the Union. Throughout this Agreement, wherever the word "Act" Appears, this refers to the Iowa Public Employment Relations Act, identified as Chapter 20, Code of Iowa, 1995.

ARTICLE 1

RECOGNITION

Section 1.1. The Employer hereby recognizes the Union as the exclusive bargaining representative for wages, hours, and other terms and conditions of employment permitted by the Act as follows:

INCLUDED: The following classifications in the Public Works Department and in the Park Division of the Department of Human and Leisure Services: Groundskeeper, Senior Groundskeeper, Maintenance Worker, Equipment Operator, WWTP Assistant, WWTP Operator I, WWTP Operator II, Equipment Mechanic, Laboratory Technician, Carpenter and part-time and seasonal laborers included by the Act.

EXCLUDED: Mayor, all elected officials, Public Works Director, Human and Leisure Services Director, Public Works Supervisors, Fleet Maintenance Supervisor, Operations and Maintenance Manager, Traffic Operations and Building Maintenance Manager, Water Reclamation Manager, Secretary in the Public Works Department, Part-time Clerical in the Public Works Department, Building Maintenance Supervisor, Parks Manager, Park Maintenance Supervisor, Cemetery Supervisor, Golf Course Maintenance Supervisor, Secretaries in the Human and Leisure Services Department, Arborist, all other employees and all others excluded by the Act.

ARTICLE 2

DEFINITIONS

Section 2.1 Full-Time Employees are those employees who are regularly scheduled to work over thirty-two hours per week for periods intended to last for longer than six months.

Section 2.2 Part-Time Employees are those employees who are regularly scheduled to work thirty-two hours per week or less, and who are employed for periods of four months or longer. Part-time employees are not subject to any of the terms and conditions of this Agreement except wages as set forth in Exhibit "A".

Section 2.3 Seasonal Employees are those employees who are hired for periods of over four months and not exceeding six months. Seasonal employees are not subject to any of the terms or conditions of this Agreement except wages as set forth in Exhibit "B".

ARTICLE 3

SENIORITY

Section 3.1 Seniority Lists:

There shall be two (2) seniority lists. One reflecting seniority by date of hire with the City (List A), and one reflecting the employee's Civil Service seniority classification (List B). Both seniority lists shall be posted on the Union bulletin board and a copy furnished to the Union on July 1st of each year. Any controversy over the seniority lists shall be brought to the attention of management and the Union as soon as an employee becomes aware of the error or discrepancy.

Section 3.2 Probationary Employees, Temporary Employees

Temporary and new employees during the probationary period shall not come under the provisions of this seniority, however, upon completion of the probationary period, they shall be put on the seniority list and their seniority shall be determined from their date of employment.

Section 3.3 Reductions of Work Force

When conditions warrant a reduction in force, part time employees will be laid off first beginning with the last person hired followed by the full-time employees with the least Civil Service seniority within the affected classification.

Section 3.4 Recall of Laid Off Employees

Employees shall be recalled in reverse order of lay-off with the last employee laid off being the first employee to be rehired.

Section 3.5 Seniority Time and Rights

When employees have been laid off for reasons beyond their control and are later reemployed within three (3) years, their seniority time and rights shall be restored as of the day they left the service. Upon failure of an employee to return to work after ten (10) days notice mailed by the City to the employee, such employee's seniority, time and rights shall be forfeited. It shall be the laid off employee's duty to keep the City advised of their address.

Section 3.6 Promotions and Demotions Notice of Job Openings: When there are job openings within any department hereby covered, the department director will cause notice of said openings to be posted on all department bulletin boards and other City employees will have the opportunity to apply for the new job openings and the new openings will be filled first by employees in the division in which the openings occur and secondly, by other City employees, provided, however, that all employees applying are qualified for the job.

Section 3.7 Discharge, Voluntarily Quits, Resignations

An employee shall lose all seniority rights and the employment relationship shall be broken and terminated as follows:

- A. Employee quits.
- B. Employee is discharged for just cause.
- C. Engaging in other work without prior approval while on leave of absence, or giving false reason for obtaining leave of absence.
- D. Two (2) consecutive days of absence without notice to the Employer, unless evidence satisfactory to the Employer is presented that employee was physically unable to give notice.
- E. Failure to report to work at the end of leave of absence.
- F. Failure to report to work within ten (10) days after being notified to return to work following layoff, when notice of recall is sent to employee's last known address, according to Employer's records.
- G. Seniority rights will be forfeited after the continuous period of layoff exceeds three (3) years.
- H. Employee retires.

Section 3.8 Transfers

When an employee is transferred from one division or department to another, their Civil Service classification seniority and date of hire seniority will transfer with them.

ARTICLE 4 **GRIEVANCE PROCEDURE**

Section 4.1 Definition of Grievance

A grievance is an allegation by an employee that the City has violated an express provision of this Agreement.

Section 4.2 Step 1 - Oral Notice to Immediate Supervisor.

Not later than three (3) workdays after the event giving rise to the grievance, or three (3) workdays after the employee should reasonably have learned of the event giving rise to the grievance, whichever is later, the employee along with a steward must discuss the grievance with his or her immediate supervisor. The immediate supervisor shall orally respond to the employee not later than three (3) work days thereafter.

Section 4.3 Step 2 - Written Grievance to Division Manager and/or Department Director.

If the grievance is not settled at Step 1, the employee not later than three (3) work days after having received the Step 1 response, must submit a written grievance to his or her division manager and/or department director. The division manager and/or department director shall give their written response to the grievance within three (3) working days after receipt of the grievance. If the division manager is the employee's immediate supervisor, the grievance shall proceed from Step 1 to Step 3, by-passing Step 2.

Section 4.4 Step 3 - Written Appeal to the Personnel Manager.

If the grievance is not settled at Step 2, the employee, not later than five (5) working days after receipt of the division manager and/or department director's written answer at Step 2, may refer the grievance to the Personnel Manager. Not later than five (5) working days after receipt of the written appeal, the Personnel Manager shall meet with the employee and the representative of the Union. The Personnel Manager, or designee, shall provide a written response to the grievance within five (5) working days after such meeting.

Section 4.5 Step 4 - Arbitration Step.

If the Union is not in agreement with the City's Step 3 response, the Union may refer the grievance to arbitration provided said referral is made in writing to the City within ten (10) working days after the date of the Personnel Manager's response is received by the Union. The Union will request from PERB a list of five (5) possible arbitrators from which the parties will alternately strike names until one (1) is left. Determination of first strike will be done by coin flips.

Section 4.6 Written Presentation:

All grievances presented at Step 2 of the procedure set forth in Section 4.3 of this Agreement shall set forth: the facts giving rise to the grievance; the provision(s) of the Agreement alleged to have been violated; the names of the aggrieved employee(s); and the remedy sought. All grievances at Step 2 and appeals at Step 3 of the procedure set forth in Articles 4.3 and 4.4 shall be signed and dated by the aggrieved employee and/or his Union steward. All written answers submitted by the City shall be signed and dated by the appropriate City representative.

Section 4.7 Time Limitations:

The time limitations set forth in this Article are the essence of this Agreement. No grievance shall be accepted by the City unless it is submitted or appealed within the time limits set forth in this Agreement, unless otherwise mutually agreed to by the Union and the City. If the grievance is not timely submitted at Step 1 or Step 2, it shall be deemed waived. If the grievance is not timely appealed to Step 3, it shall be deemed to have been settled in accordance with the City's Step 2 answer. If the City fails to answer within the time limits set forth in this Agreement, the grievance shall automatically proceed to the next step.

**ARTICLE 5
HOURS OF WORK**

Section 5.1 Normal Work Schedule

The normal work schedule for all departments shall be forty (40) hours per work week. The work week shall consist of seven (7) days beginning at 12:01 AM on Saturday and ending at 12:00 midnight the following Friday. The normal work day shall be eight (8) hours of work within a twenty-four (24) consecutive hour period. This Article shall not be construed to be a guarantee of any work.

Section 5.2 Rest and Meal Periods

There shall be one unpaid meal period in each regular work day which shall be not less than thirty (30) minutes in length and two (2) fifteen (15) minute paid rest periods during the course of a regular work day.

Section 5.3 Shift Assignments

The City retains the right to make and change the time periods within which shifts will commence, however, if changes are for a duration of more than five (5) working days, affected employees shall be given five (5) working days prior notification of change.

Section 5.4 Change of Working Hours

The department directors shall establish the work day and work week for each employee or classification; however, twenty-four (24) hours notice shall be given of any changes. Change of hours with less than twenty-four (24) hours notice will receive overtime treatment.

Section 5.5 Holiday Rates

When an employee not a shift worker, is called to work on a day observed by the City as a holiday, they shall be paid double (2) time for the time worked. Such pay shall be in addition to holiday pay.

Section 5.6 Sunday Rates

Double (2) time for Sundays, except shift workers.

Section 5.7 Saturday Rates

Time and one-half (1 1/2) for Saturdays, except shift workers.

Section 5.8 Rest Day Rates

Shift workers who do not work the normal work week but whose work week fixes Saturday or Sunday as part of their five-day schedule shall not benefit by the Saturday or Sunday premium pay, but shall receive time and one-half (1 1/2) for hours worked on the first scheduled rest day of their scheduled work week and double (2) time for the hours worked on the second scheduled rest day of the work week. It is possible for shift workers to work ten (10) consecutive days in two (2) scheduled work weeks without being entitled to overtime pay.

ARTICLE 6 OVERTIME

Section 6.1 Overtime/Work Day

Time and one-half (1 1/2) for hours worked beyond eight (8) hours in a work day, except as otherwise prescribed.

Section 6.2 Overtime/Workweek

Time and one-half (1 1/2) for hours worked beyond the forty (40) hour workweek.

Section 6.3 Continuous Time Worked

Double (2) time for continuous time worked, including time for meals; after sixteen (16) consecutive hours and until relieved for at least eight (8) consecutive hours.

Section 6.4 Consecutive Time Worked

Employees having worked sixteen (16) or more consecutive hours shall be relieved as early as possible, dependent upon service requirements.

Section 6.5 Distribution of Overtime

The director or designee will determine when overtime will be worked. When overtime is required, except in emergency, and when a published call list is not available, it will be offered to that section employee who is the most senior qualified person in the needed classification. If the most senior employee refuses, the next senior employee will be called in descending order of seniority.

Section 6.6 Operations & Maintenance Division - Refuse Section Employees

Employees assigned to refuse collection duties will be paid overtime for all time worked in excess of forty (40) hours per week. When employees are working the End of Route/End of Work Day incentive program, Holiday Rates, Sunday Rates, Saturday Rates, Rest Day Rates, Overtime/Workday and Call In provisions, as set forth in above Sections will not apply until forty (40) hours have been worked within the work week.

Section 6.7 Sewer Department/Sewer Calls

There will be a minimum of two (2) persons on call twenty-four (24) hours a day. If called, they will be paid a minimum of two (2) hours at the appropriate overtime rate.

Section 6.8 Call Back

When an employee is called to work during a time other than their regular work day, they shall be paid for the actual hours worked with a minimum of two (2) hours pay at the appropriate overtime rate, except if they are called to work within two (2) hours of starting time of the regular work day, they shall receive pay from the time called to starting time at the appropriate overtime rate.

Section 6.9 Call In - Sewer Section

There will be a minimum of two (2) persons on call twenty-four (24) hours a day. If called, they will be paid in accordance with Section 6.7, Call Back, of this Agreement.

Section 6.10 All Other Call Back Procedures

The number of employees called back to work in all other areas of work covered by this Agreement will be determined by the supervisor calling the employees to work. The calling supervisor will consider the nature of work to be performed and worker safety when determining the number of employees called.

Section 6.11 Compensatory Time Off:

In lieu of any paid overtime provision, an employee may, at his or her election, choose to apply for compensatory time off. Compensatory time off will be earned at the appropriate overtime rate for all hours worked over forty (40) in a week, or eight (8) hours in a day. The amount of accumulated compensatory time shall be limited to two hundred forty (240) hours. Requests for compensatory time leave will be granted within a reasonable time so long as it does not unduly disrupt the departments' operations, but request shall not be unreasonably denied. Accrued balances of compensatory time at the termination of employee will be paid at a rate not less than the average rate received by the employee over the last three (3) years of employment, or the final regular rate, whichever is higher.

Section 6.12 Pagers

When an employee is required to carry a pager and/or standby to report to work in the event of an emergency during their normal time off, said employee shall receive four (4) hours per calendar week in compensatory time in addition to his/her normal weekly pay and any overtime earnings.

ARTICLE 7 VACATIONS

Section 7.1 Vacation Time Earned

All employees will be granted vacation with pay on the following basis:

Completion of one year service	- Two (2) work weeks
Completion of six years service	- Three (3) work weeks
Completion of twelve years service	- Four (4) work weeks
Completion of eighteen years service	- Five (5) work weeks

Section 7.2 Accrued Vacation Time

Vacation time earned will be figured on the basis of the employment year and shall include the total straight paid time the employee has worked for the City since the date of last employment. When an employee has completed the probationary period, but employment with the City is terminated for any reason, said employee shall be compensated for accrued vacation time on the basis of the number of days accrued on a pro-rata basis of time worked during the employment year.

Section 7.3 Holiday During Vacation

When a holiday falls within an employee's vacation, employees shall be entitled to an additional regular day off without loss of pay.

Section 7.4 Vacation Accrual

Vacation time shall not accumulate from year to year and annual leave must be used by the end of the employment year following the year in which it was earned, unless the application for vacation has been refused or the extension is approved by the department director.

Section 7.5 Minimum Vacation Requirements

Vacations for periods of less than one-half (1/2) working day shall not be granted.

Section 7.6 Approval of Vacation

Requests for vacation days shall be submitted in writing to the employee's supervisor, and approved at least twenty-four (24) hours prior to the beginning of the vacation, or before the end of the work day prior to the vacation, whichever is less, unless mutual agreement has been reached between the employee and the employee's supervisor.

Section 7.7 Vacation Requests

Employees will, on forms provided, request vacation periods giving a first and second choice. Division or department heads will respect the wishes of the employees. Department seniority shall govern in the choice of vacation periods, provided such choice has been exercised between January 1st and February 28th annually. Vacations may be scheduled any time during the year.

ARTICLE 8 HOLIDAYS

Section 8.1 Holidays

The following days are recognized by the City as holidays under this policy and will be observed accordingly:

New Year's Day	Labor Day
Good Friday	Thanksgiving Day
Memorial Day	Friday after Thanksgiving
Independence Day	Christmas Day
Three (3) Floating Holidays	

In addition, if Christmas falls on Tuesday, Wednesday, or Friday, Christmas Eve will be a holiday. If Christmas falls on Thursday, the following Friday will be a holiday. In the latter case, December 24th will not be observed as a holiday, all holidays falling on Saturday will be observed on the preceding Friday. All holidays falling on Sunday will be observed on Monday. Floating holidays may be taken at any time after six (6) months of employment by the employee, and after receiving approval of the division manager, and must be taken within the contract year.

Section 8.2 Waste Water Treatment Employees

Waste Water Treatment employees shall, on a day being observed by the City as a holiday, be paid double time for the time worked. Such pay shall be in addition to holiday pay.

Section 8.3 Absence Prior to or Following a Holiday

Employees shall not receive pay for holidays enumerated herein if they are either absent all or any part of the workday preceding the holiday, or are absent all or any part of the workday following such holiday, unless such absence for either or both days are excused either by a doctor's certificate or prior agreement between Employer and employee.

Section 8.4 Pay or Time Off for Holiday

Employees who do not work the scheduled workday being observed as a holiday shall receive pay or time off as determined by the Employer for that day, which shall be computed as a day worked for the purpose of overtime.

Section 8.5 Employees Required to Work/Holiday

No employees shall be required to work on a day being observed as a holiday except shift workers and others, who by reason of emergency, necessary repairs, or service to the public, are required to work.

ARTICLE 9

SICK LEAVE

Section 9.1 Sick Leave - Accumulation

Upon beginning employment, the employee shall be credited with the first year's sick leave of thirteen (13) days. After the first year of employment, an additional one (1) day shall be earned for each additional month of employment. Accumulation of sick leave credits is unlimited. If employment is terminated during the first year of employment, any sick leave used in excess of the one (1) day per month average shall be deducted from their final compensation.

Section 9.2 Use of Sick Leave

Sick leave shall be used only for personal illness, personal injury, medical appointments with members of the medical profession, and an illness or injury of a member of the immediate family which includes the following: the spouse, children, grandchildren, also brothers, sisters, parents, and grandparents of both the employee and spouse.

Section 9.3 Leave for Immediate Family Illness

Leave for serious illness or injury of members of the immediate family shall not, if they have been earned, exceed ten (10) days a year. Two (2) days may be granted for this purpose by the Employer. Requests for more than two (2) days shall be granted only after the approval of the Employer, but shall not be unreasonably denied.

Section 9.4 Sick Leave Credits Diminished

Annual leave credits and vacation credits before the anniversary date of employment may be used for sick leave absence after sick leave credits have been exhausted.

Section 9.5 Injury on-the-Job

An employee who is injured on the job will not be allowed to return to work until the Personnel Division is presented with a written statement from a member of the medical profession setting out the facts as outlined in the preceding paragraph. All accidents and injuries must be reported to the employee's supervisor immediately.

Section 9.6 Disability Relating to Pregnancy

Any disability to an employee which is the result of pregnancy, shall be treated the same as any other illness or injury as set forth in this Agreement.

Section 9.7 Workers' Compensation

Any employee who is injured and disabled while on duty shall continue to be paid at their regular straight time rate, but not to exceed twelve (12) weeks while disability continues; however, for the period of time such employee is paid at the rate set forth above, any workers' compensation pay shall be deducted from said employee's regular pay check. If the period of disability for such an employee continues for more than or beyond the twelve (12) weeks referred to above, the Iowa State Workers' Compensation Law shall apply for the continuing period of disability. No employee in any twelve (12) month period shall be entitled to more than said twelve (12) weeks regular straight rate of pay, regardless of the number of accidents in said year. Absence from work due to job-incurred injury as detailed in the foregoing paragraph shall not be charged against the employee's sick leave credits.

Section 9.8 Sick Leave Benefit/Notification

In the event of sickness or injury, the employee will receive straight time for each work day that the employee is sick to the extent of earned sick leave credit; but not more than employee's pay for a normal workweek. Sick leave is in no way to be construed as additional vacation time. No lump sum payment may be made for unused sick leave except as provided in Section 15.5, Reimbursement. Sick leave shall not be granted unless the supervisor or other persons as established by each department has been notified by not later than 15 minutes prior to the starting time of the particular work day.

Section 9.9 Substantiation of Sick Leave

Sick leave covering a period in excess of two (2) working days must require substantiation by a written statement from a member of the medical profession, stating that they were unable to work, and that the employee is able to return to work.

Section 9.10 Penalty for Abuse

Should the City determine that an employee is abusing the sick leave provisions of this Agreement, the City shall have the right to take appropriate disciplinary action, which will be subject to the grievance procedure.

Section 9.11 Sick Leave Casual Day

Employees hired after July 1, 1989, may accrue one (1) casual day for every six (6) consecutive months of zero sick leave usage. Sick leave casual days must be used within one (1) year of the date they are earned. Any accrued sick leave casual day(s) shall be forfeited upon termination.

ARTICLE 10
LEAVE OF ABSENCE

Section 10.1 Circumstances Relating to Leave of Absence

A request for leave of absence, without pay, must be submitted to the employee's division manager. The request will be considered on the basis of the work load existing or anticipated in the employee's division, and must be approved by the department director.

Section 10.2 Group Insurance Programs Arrangements

Employees who are enrolled in the group insurance programs of the City, and who are going on a "Leave Without Pay" should make arrangements for premium payments through the City Clerk's Office.

Section 10.3 Pro-rated Fringe Benefits

Fringe benefits shall be pro-rated if leaves of absence exceed thirty (30) days.

ARTICLE 11
MILITARY LEAVE

Section 11.1 State and Local Laws

It is the policy of the City of Cedar Falls to comply with State and local laws.

Section 11.2 Employee's Re-employment Rights/Seniority

An employee who enters military service shall be considered as absent without loss of seniority. At the time of such separations, the employee shall be paid for any unused vacation time. Employee's re-employment rights will be governed in accordance with Federal laws.

ARTICLE 12
COURT DUTY

Section 12.1

If any employee is called for jury or witness duty other than on City matters, the City will grant the leave and pay the difference between the court pay and the employee's regular pay (if the court pay is less than regular pay).

ARTICLE 13
BEREAVEMENT LEAVE

Section 13.1 Eligibility for Bereavement Leave

Bereavement leave will be granted up to one (1) work week absence with pay in the event of the death of a member of the immediate family which include: current spouse, child (including legally adopted, foster child or stepchild), parent, step-parent, brother, sister, step-brother, step-sister, father-in-law, or mother-in-law. In the event of the death of a brother-in-law, sister-in-law, grandparent or grandchild of either the employee or the spouse, the employee is eligible for up to three (3) working days absence with pay.

Section 13.2 Maximum Bereavement Leave Allowances

The five-day and three-day allowances are intended to cover travel, but in cases involving unusual time-consuming travel or special circumstances, leave with pay may be extended by the department director, not to exceed a maximum of three (3) additional days.

Section 13.3 Requirements to Qualify

To qualify for bereavement leave pay, an employee must be employed with the City for six (6) months from the date of employment.

ARTICLE 14
MEDICAL LEAVE

Section 14.1 Off-Duty Illness or Injury

Any employee covered by the terms of this Agreement, who is injured or becomes ill while off duty to the extent that they are unable to continue working, shall continue to accumulate seniority during their absence, and shall be reinstated upon their recovery to their former position with full seniority rights, provided they are physically qualified to return to work within one (1) year.

Section 14.2 On-Duty Illness or Injury

Any employee covered by the terms of this Agreement, who is injured or becomes ill while on-duty to the extent that they are unable to continue working, shall continue to accumulate seniority during their absence, and shall be reinstated upon their recovery to their former position with full seniority rights, provided they are physically qualified to return to work within two (2) years.

ARTICLE 15
RETIREMENT AND SEVERANCE PAY

Section 15.1 Eligibility for Severance Benefits

In order to be eligible for the severance benefits contained herein, the employee must have been hired on or after July 1, 1983. Employees hired prior to the aforementioned date will have the severance benefits they elected and filed with the Personnel Division.

Section 15.2 Age of Retirement

All employees of the City of Cedar Falls, Iowa, shall retire upon reaching the age of seventy (70) years. Said employment may be extended after the age of seventy (70), if the employee so requests, for up to one (1) year at a time. Said extended employment must be approved by the employee's department director and the City Council.

Section 15.3 Floating Holidays

For severance purposes, floating holidays as set forth in Section 8.1 of this Agreement shall be pro-rated.

Section 15.4 Notice of Termination

Two (2) weeks notice of termination is required from the employee to the City to insure complete credit of all benefits.

Section 15.5 Reimbursement

Upon retirement or termination from employment for any reason, except discharge for just cause, each eligible employee shall receive severance pay on the following basis:

- 1) Employees hired on or before July 1, 1983 will have the severance benefits they elected and filed with the Personnel Division.
- 2) Employees hired after July 1, 1983 and before July 1, 1989 will be paid for unused sick leave using the following formula:

0 to 90 days unused sick leave - no severance pay accumulated.

Over 90 to 180 day unused sick leave - full accumulation of severance pay.

Over 180 days unused sick leave - 1/2 accumulation of severance pay.
- 3) Employees hired after July 1, 1989 are not eligible for severance benefits.

Employees working less than the standard eight (8) hour work day will receive severance based on the number of hours in their work day. Employees scheduled for periods exceeding the standard eight (8) hour work day will receive severance pay based on the hourly equivalent of eight (8) hours per day. In case of death, the employee's spouse or estate shall receive all benefits.

Severance pay shall be in addition to any unused vacation accumulated. In the case of death, the employee's spouse or estate shall receive all benefits.

ARTICLE 16 SAFETY

Section 16.1 Reporting Unsafe Conditions

Employees are encouraged to report unsafe working conditions to their supervisor or the Personnel Manager immediately with a copy to the local Union. The City shall investigate all reports of safety violations and respond in writing to the employee and Union within five (5) working days with the findings of the investigation and the action taken.

Section 16.2 Safety Shoes/Boots

The City agrees to provide OSHA or ANSI safety boots for all employees, except seasonal employees scheduled to work six (6) months or less, as follows:

On initial hiring and as needed thereafter, each employee will be provided through their supervisor, a purchase order which will state the employee's name and appropriate City signatures. The City will provide employees with a list of acceptable vendors from which the employee may exchange the purchase order for either one pair of OSHA or ANSI approved all-weather safety boots, or a pair of OSHA or ANSI approved winter boots and a pair of OSHA or ANSI approved summer boots, but not to exceed a total cost to the City of one hundred forty dollars (\$140.00).

After initial hiring and issuance of safety boots, employees must establish to their supervisor prior to replacing their safety boots that (a) there is a need for replacement and (b) proof of purchase. The \$140.00 allotment is intended to cover the expense of both summer and winter boots. Employees shall leave their work boots at the work site at the end of each work day.

Section 16.3 Safety Glasses

Employees working in areas where safety glasses are desirable will be reimbursed the cost of purchasing safety glasses on the following basis: for single vision safety lenses, frames and fitting, a maximum of thirty five dollars (\$35.00); for bifocal safety lenses, frames and fitting, a maximum of fifty dollars (\$50.00); and a maximum of sixty dollars (\$60.00) for trifocal safety lenses, frames and fitting. The cost of examination and prescriptions will be borne by the employee.

Section 16.4 Safety Glasses Limitations

Employees may purchase safety glasses, frames and fittings from the vendor of their choice. Any and all charges exceeding the amounts set forth in Section 16.3 above are the responsibility of the employee and will not be reimbursed by the City. Claims for reimbursement must be filed with the employee's department for approval and payment.

Section 16.5 Twenty-four Month Limitation

There is a limit of one (1) pair of safety glasses within a twenty-four (24) month period.

Section 16.6 Eye Protection - Other

Goggles, face shields and all other eye protection required by the Employer will be furnished by the Employer.

Section 16.7 Hard Hats, Vests/Shirts

In instances where OSHA rules and regulations require the wearing of hard hats or safety vests or shirts, the City will provide such safety equipment for employee's use.

Section 16.8 Safety Regulations

Employees who fail to comply with established and posted safety procedures and regulations shall be subject to the following progressive procedures:

- A. Verbal warning
- B. Written warning
- C. Suspension without pay (three (3) day maximum)
- D. Demotion
- E. Discharge

Section 16.9 Safety and Job Training Programs

The City will provide safety and job training programs, and employees will receive hourly rate of pay for attendance and participation in the program. In addition, the City shall pay any expenses as defined in Article 26 herein.

ARTICLE 17 **INSURANCE**

Section 17.1 Health Insurance.

The City will maintain a group health insurance program for employees and their dependents. The City will contribute 100% of the monthly contribution cost of the insurance for employees on a single plan, and employees are eligible for insurance within thirty-one (31) days after employment with the City. Employees may choose to pay \$10.28 per month, which is 0.99% of the total monthly health insurance contribution, for dependent care coverage.

Beginning FY2007, the health insurance plan is as follows:

- \$500 (S) and \$1,000 (F) Deductible
- \$1,000 (S) and \$2,000 (F) Out of Pocket Maximum

The Employee's Deductible up to \$100 and Employee's Out of Pocket Maximum up to \$500 will be reimbursed by the City through the Section 105 Plan. Insurance policy deductibles and co-insurance payments for dependents, if any, and the remaining deductible and co-insurance payments for the employee beyond the \$500 maximum, will be the responsibility of the employee.

The employee will pay, via payroll deduction authorized by the employee in writing, the employee's portion of the premium. If for any pay period, there are insufficient wages due and payable to the employee to cover the premium to be withheld, the employee must submit to the City, not later than the employee's normal payday, the amount of premium owed by the employee.

Employees shall be subject to the four-tier Prescription Drug Plan as detailed in the City's Health Plan Document.

For FY2008 (June 30, 2007 – June 27, 2008) contribution rate:

The Employee's monthly contribution rate for dependent care coverage shall be 1.95% of the total monthly health insurance contribution for dependent care coverage for that fiscal year as determined by the City.

For FY2009 (June 28, 2007 – June 26, 2009) contribution rate:

The Employee's monthly contribution rate for dependent care coverage shall be 2.03% of the total monthly health insurance contribution for dependent care coverage for that fiscal year as determined by the City.

Section 17.2 Life Insurance

The City will provide life insurance and accidental death and dismemberment in an amount equal to the employee's salary, rounded upward to the nearest one thousand dollars, for each employee. The City will contribute one hundred percent (100%) of the cost of this insurance, and employees are eligible for the insurance within thirty-one (31) days after employment with the City. (Exceptions for retired employees - see existing policy).

Section 17.3 Disability Insurance

The City will participate in long term disability insurance for all City employees. Disability insurance coverage will be equal to the coverage now in existence. For specifics as to coverage, reference is hereby made to the existing policy.

Section 17.4 Effective Dates of Coverage

Coverage of an employee under the insurance programs set forth in Sections 17.1 through 17.3 shall commence thirty-one (31) days after the employee begins employment with the City and shall terminate upon termination of employment with the City. Termination within the meaning of this section does not terminate any benefit any employee may have under the law.

Section 17.5 Scope of City Responsibility

The City's responsibility under this Article 17 is limited to the payment of necessary premiums to purchase the insurance described in Section 17.1 through 17.3. It has no liability for the failure or refusal of the insurance carrier to honor an employee's claim or to pay benefits and no such action on the part of the insurance carrier shall be attributable to the City or constitute a breach of this Agreement by the City. Under no circumstances should the City be responsible for paying any benefits under Article 17. No dispute arising under or relating to this Article 17 shall be subject to the grievance procedures set forth in this Agreement, except an allegation that the City has failed to pay the premium required to purchase the insurance coverage.

Section 17.6 Retiree Coverage

Once an employee retires, nothing shall be construed as preventing a retired employee from voluntarily continuing in force, at their own expense, an existing contract for both the retired employee and their family.

ARTICLE 18
UNION DUES AND CHECK OFF

Section 18.1

The Employer agrees to deduct Union dues from the wages of an employee covered by this Agreement, provided, the Employer has first been presented with an individual written order therefore, signed by the employee, all in the manner set forth in the Code of Iowa, as amended, which written order shall be renewed from year to year, and for succeeding collective bargaining agreements unless the employee shall give thirty (30) days written notice to the Employer and Union of cancellation.

The Union agrees to indemnify, defend and save the Employer harmless against any and all claims, suits or other forms of liability arising out of the deduction of money for the Union from an employee's pay. The Union assumes full responsibility for the disposition of the monies so deducted once they have been turned over to the Secretary-Treasurer of Chauffeurs, Teamsters and Helpers Local 238.

Deductions shall be made from the first paycheck of each month and remitted within ten (10) days thereafter.

ARTICLE 19

NO STRIKE - NO LOCKOUT

Section 19.1

The parties agree to faithfully abide by the applicable provisions of the Act. Neither the Union, its officers or agents, nor any of the employees covered by this Agreement will engage in, encourage, sanction, support, or suggest any strikes as defined in the 1991 Code of Iowa, Section 20.3, Subsection 6.

The Employer pledges that it will not engage in a lockout during the terms of this Agreement as a result of a labor dispute with the Union.

ARTICLE 20

NON-DISCRIMINATION IN EMPLOYMENT

Section 20.1

The Employer and the Union agree with any non-discrimination in employment laws that are applicable.

Section 20.2

Employer and Union agree that equal opportunity in employment is a mutually desired goal, and the parties will cooperate in the implementation of that goal.

Section 20.3

There shall be no discrimination in employment by the Employer or the Union toward any employee because of their membership in, or non-membership in the Union. The parties will not discriminate against an employee because of an employee's support or non-support or participation or non-participation in Union affairs and/or activities.

Section 20.4

Employer will not discriminate against any employee or applicant because of race, sex, color, age, creed, nationality, or disability.

ARTICLE 21

UNION STEWARDS

Section 21.1

The Union may have a steward in each department, division or sub-unit, either elected by the employees in the unit or by appointment by the Union. A written list of the names of the stewards shall be furnished by the Union to the City.

Section 21.2 Compensation

Regular employees who are appointed to represent the Union and its membership, shall not suffer pay loss when required by the Union and approved by the Employer, to perform duties in their official capacity during the course of the work day. The Employer's approval shall not be unreasonably withheld.

Section 21.3 Grievance Function

Stewards shall be allowed to receive, investigate and settle complaints and/or grievances.

Section 21.4 Time Off for Union Functions

Union officers, stewards and committee persons shall be given time off without pay to attend regular Union meetings, conventions or functions upon giving the City at least three (3) days notice, in writing, when requested. Union stewards shall be granted time off with pay during working hours to conduct pre-grievance investigations, grievance investigations, and contract administration. However, such time off requires immediate supervisor's approval, and they must carry out such duties without delay.

Section 21.5 Union Negotiating Team

A maximum of three (3) employees shall be granted time off with pay to participate in contract negotiations. In addition, however, one (1) alternate may be chosen.

ARTICLE 22 **UNION BULLETIN BOARDS**

Section 22.1

A bulletin board shall be provided by the City in each department where employees work, where posting of Union meetings, social activities may be displayed. No prior approval for posting of any items shall be required.

ARTICLE 23 **SUBSTANCE ABUSE**

Section 23.1 Prohibited Activity

Employees whose work with the City requires them to drive City vehicles, and who lose those driving privileges, will be laid off from employment immediately. Re-instatement from such a layoff will be dependent upon the City having an available position after driving privileges have been restored.

Section 23.2 Substance Abuse

If a situation arises where the Employer has probable cause to believe that an employee's faculties are impaired on the job, and that the employee is in a position that such impairment presents a danger to the safety of the employee, another employee, a member of the public, or the property of the Employer, the employee may be required to submit to a blood and/or urine test, according to the guidelines set forth in the Substance Abuse Testing Statutes in the Code of Iowa.

If the employee refuses to give a specimen as above, or has tested positive under these circumstances, he/she is subject to disciplinary action, which may include discharge, and will only occur when and as allowed by the Drug Testing Statutes in the Code of Iowa.

Section 23.3 Prevention and Treatment

The City requires any employee with a substance abuse problem as established in Section 23.1, and Section 23.2 to seek treatment. The City will provide assistance to employees seeking counseling for substance abuse problems. Employees seeking substance abuse treatment shall not suffer loss of pay or benefits provided such employee is following the recommendations of the substance abuse counselor. The choice of substance abuse counselor shall have City approval. Costs incurred at the counselors direction which are not entirely paid by the Employer's health insurance, will be paid by the City.

Sick leave, vacation, holidays, and comp time will be used by employees undergoing substance abuse treatment when needed and if available.

ARTICLE 24

UNIFORMS

Section 24.1

New employees will be issued six (6) sets of uniforms at their hiring date. Thereafter each fiscal year, the City will replace up to six (6) pairs as required. Any disputes as to need for replacement uniforms will be resolved by the Division Head.

ARTICLE 25

PAY PLAN

Section 25.1 Pay Plan

Attached as Exhibit "A" is the pay plan for all full-time and part-time employees and Exhibit "B" for all seasonal employees.

Section 25.2 Application

Application of Exhibits "A" and "B" is as follows:

- A. The ranges of pay are gross compensation for service in the various classes of work, excluding longevity.
- B. The pay rates are not intended to include reimbursement for travel expenses, automobile allowances, or other authorized expenses incurred in connection with official business.
- C. The minimum rate (Step A) for each class will be the normal entering rate.
- D. Progression through the pay ranges will be accomplished by an employee's anniversary date:
 - 1. Step A to Step B: After six (6) months of service in a class.
 - 2. Step B to Step C: After six (6) months of service in Step B.
 - 3. Step C to Step D: After one (1) year of service in Step C.
 - 4. Step D to Step E: After one (1) year of service in Step D.
 - 5. Step E to Step F: After one (1) year of service in Step E.
 - 6. Step F to Step G: After one (1) year of service in Step F.
 - 7. Step G to Step H: After one (1) year of service in Step G.
- E. Promotion will normally entail at least a one step adjustment upward in pay or more if necessary to reach the minimum pay rate of the new classification. Further progression through the range will be governed by the same criteria as set forth above.

Section 25.3 Shift Premiums

Section 25.3.1 Day Shift A day shift is any shift with a normally scheduled starting time from 4:00 A.M. to and including 1:59 P.M.

Section 25.3.2 Second Shift If the majority of hours worked by an employee on his or her regularly assigned shift occurs between the hours of 2:45 P.M. and 10:45 P.M., the employee shall receive, in addition to the

applicable straight-time rate of pay, a shift differential of twenty-five cents (\$.25) per hour for all hours for which the employee is entitled to compensation.

Section 25.3.3 Third Shift If the majority of hours worked by an employee on his or her regularly assigned shift occurs between the hours of 10:45 P.M. and 6:45 A.M., the employee shall receive, in addition to the applicable straight-time rate of pay, a shift differential of thirty-five cents (\$.35) per hour for all hours for which the employee is entitled to compensation.

For the purpose of computing overtime compensation pursuant to Article 6.1 of this Agreement, any shift differential to which an employee is entitled shall be included as part of the straight-time rate of pay.

Section 25.4 Effective Date for Compensation and Benefit Adjustment

All adjustments to compensation and benefits to which full-time and part-time employees are entitled to under the terms of this Agreement, shall become effective for the pay period which begins between the dates of June 24, and July 7, inclusive, of each year. All adjustments to compensation and benefits to which seasonal employees are entitled, under the terms of this Agreement, shall become effective for the pay periods which begin between the dates of December 25 and January 7, inclusive, of each year.

Section 25.5 Pay Period and Payday

- (a) Pay Period The Employer's pay period shall consist of a fourteen (14) consecutive day period ending on Friday.
- (b) Payday The Employer shall pay its employees on the first Friday following the last day of the pay period. The employee's pay shall include all overtime earned during the pay period.

Section 25.6 Paychecks

Paychecks shall be distributed at established times and places. In the event payday falls on a holiday, the employee shall be paid the preceding day. The Employer will furnish the employee with a record of hours worked, total earnings and deductions with every paycheck in addition to the annual statement of earnings.

All employees are encouraged to participate in the City's electronic banking program.

Section 25.7 Longevity Table

In Addition to the pay plan in Exhibit A, employees hired prior to July 1, 1996 shall receive longevity pay as follows:

(a) Tier I

<u>YEARS OF CONTINUOUS SERVICE</u>	<u>\$/MONTH</u>
0 through 4 years	None
5 through 7 years	\$ 15.00
8 through 10 years	25.00
11 through 13 years	35.00
14 through 16 years	45.00
17 through 19 years	55.00
20 through 22 years	65.00
23 through 25 years	75.00
26 through 28 years	85.00
29 through 31 years	95.00
32 through 34 years	105.00
35 years or over	115.00

(b) Tier II

Employees hired on and after July 1, 1996 are not eligible for longevity pay.

ARTICLE 26

GENERAL PROVISIONS

Section 26.1 Meals for Continuous Work

After the first ten (10) hours of continuous work, the City will provide a meal on the employee's time, and for each succeeding four (4) hours of work thereafter, a lunch shall be provided, with such lunch periods to be one-half (1/2) hour and considered as time worked. Employees working on emergency work, and where said employees have continuously worked for a period of three (3) hours or more, and where such work has interfered with regular meal time, shall be entitled to a meal at City expense.

Section 26.2 Noon-Time Work

Occasional preplanned work during a noon time, of which employees have previously been notified, shall not entitle them to a meal at City expense, but shall entitle them to time off for a meal either immediately before or after such work.

Section 26.3 Emergency Call-Back

If personnel are called back to work on emergency status, as defined by the department director, a paid meal break of thirty (30) minutes shall be provided for each four (4) hours of consecutive overtime worked. The time that said meal break is taken shall be at the discretion of the supervisor. All meals provided shall not be in excess of the cost of a normal meal, and be approved by the department director before being paid by the City.

Section 26.4 Meals and Transportation

Employees are to furnish their own transportation to and from their regular assigned places of work. No expenses will be paid by the City during the course of routine work. Employees will carry lunches or otherwise provide for their own meals.

Section 26.5 Rest Periods

Rest periods of fifteen (15) minutes each shall be permitted during the mid-morning and mid-afternoon work hours, in addition to a one-half (1/2) hour unpaid lunch period.

Section 26.6 Protective Clothing

The City will furnish necessary protective clothing within departments upon recommendation of department directors and approval of the City Council.

Section 26.7 Tools

No City employee shall be required to furnish special tools, materials, or machine parts. Employees shall furnish all hand tools pertaining to their trade, however, the City shall replace at current market value, any broken tools.

Section 26.8 Travel Requests and Expenses

Where employees are away from the City on authorized City business, the City will pay the reasonable and normal expenses required. All travel requests and payments therefore must be approved by the department director.

ARTICLE 27

TRAINING AND EDUCATION

Section 27.1

If an employee is required by the City to attend any classes for any purpose, the City shall pay all costs for attendance fees, meals, lodging and transportation at the appropriate rate for time spent.

For purposes of this Agreement, "time spent" shall be defined as time spent in travel or classes during a normal work day, but shall not include weekends.


ARTICLE 28
DURATION

Section 28.1 Duration

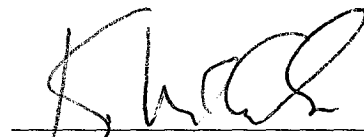
(a) Term of Agreement. This Agreement shall become effective immediately after midnight of July 1, 2006 and shall continue in full force and effect through midnight June 26, 2009.

Signed this 26th day of June, 2006.

CHAUFFEURS, TEAMSTERS
& HELPERS LOCAL UNION
NO. 238, affiliated with
International Brotherhood of Teamsters



Gary Dunham
Secretary-Treasurer

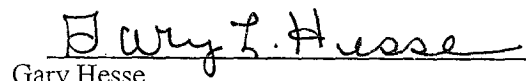


Kevin McCombs
Business Representative

CITY OF CEDAR FALLS, IOWA



Jon Crews
Mayor



Gary Hesse
City Clerk

CITY OF CEDAR FALLS, IOWA
PAY PLAN

PUBLIC WORKS/PARKS
BARGAINING UNIT EMPLOYEES
FULL-TIME/PART-TIME

FY07 Pay Plan: Contract Exhibit "A"
3.25% Across-the-Board
Effective July 1, 2006 - June 29, 2007

RANGE	CLASSIFICATION		STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	STEP G	STEP H
2		A	\$16,513.12	\$17,010.24	\$17,521.92	\$18,046.08	\$18,584.80	\$19,144.32	\$19,718.40	\$20,307.04
		M	\$1,376.09	\$1,417.52	\$1,460.16	\$1,503.84	\$1,548.73	\$1,595.36	\$1,643.20	\$1,692.25
		BW	\$635.12	\$654.24	\$673.92	\$694.08	\$714.80	\$736.32	\$758.40	\$781.04
		H	\$7.939	\$8.178	\$8.424	\$8.676	\$8.935	\$9.204	\$9.480	\$9.763
3		A	\$17,272.32	\$17,790.24	\$18,320.64	\$18,878.08	\$19,439.68	\$20,024.16	\$20,625.28	\$21,243.04
		M	\$1,439.36	\$1,482.52	\$1,526.72	\$1,573.17	\$1,619.97	\$1,668.68	\$1,718.77	\$1,770.25
		BW	\$664.32	\$684.24	\$704.64	\$726.08	\$747.68	\$770.16	\$793.28	\$817.04
		H	\$8.304	\$8.553	\$8.808	\$9.076	\$9.346	\$9.627	\$9.916	\$10.213
4	Custodian I	A	\$18,068.96	\$18,611.84	\$19,169.28	\$19,745.44	\$20,340.32	\$20,949.76	\$21,577.92	\$22,224.80
		M	\$1,505.75	\$1,550.99	\$1,597.44	\$1,645.45	\$1,695.03	\$1,745.81	\$1,798.16	\$1,852.07
		BW	\$694.96	\$715.84	\$737.28	\$759.44	\$782.32	\$805.76	\$829.92	\$854.80
		H	\$8.687	\$8.948	\$9.216	\$9.493	\$9.779	\$10.072	\$10.374	\$10.685
5		A	\$18,898.88	\$19,468.80	\$20,053.28	\$20,654.40	\$21,274.24	\$21,912.80	\$22,568.00	\$23,246.08
		M	\$1,574.91	\$1,622.40	\$1,671.11	\$1,721.20	\$1,772.85	\$1,826.07	\$1,880.67	\$1,937.17
		BW	\$726.88	\$748.80	\$771.28	\$794.40	\$818.24	\$842.80	\$868.00	\$894.08
		H	\$9.086	\$9.360	\$9.641	\$9.930	\$10.228	\$10.535	\$10.850	\$11.176
6	Custodian II	A	\$19,770.40	\$20,363.20	\$20,970.56	\$21,602.88	\$22,251.84	\$22,921.60	\$23,605.92	\$24,317.28
		M	\$1,647.53	\$1,696.93	\$1,747.55	\$1,800.24	\$1,854.32	\$1,910.13	\$1,967.16	\$2,026.44
		BW	\$760.40	\$783.20	\$806.56	\$830.88	\$855.84	\$881.60	\$907.92	\$935.28
		H	\$9.505	\$9.790	\$10.082	\$10.386	\$10.698	\$11.020	\$11.349	\$11.691
7		A	\$20,679.36	\$21,299.20	\$21,941.92	\$22,597.12	\$23,275.20	\$23,974.08	\$24,691.68	\$25,434.24
		M	\$1,723.28	\$1,774.93	\$1,828.49	\$1,883.09	\$1,939.60	\$1,997.84	\$2,057.64	\$2,119.52
		BW	\$795.36	\$819.20	\$843.92	\$869.12	\$895.20	\$922.08	\$949.68	\$978.24
		H	\$9.942	\$10.240	\$10.549	\$10.864	\$11.190	\$11.526	\$11.871	\$12.228

PAY PLAN

BARGAINING UNIT EMPLOYEES
FULL-TIME/PART-TIME

FY07 Pay Plan: Contract Exhibit "A"
3.25% Across-the-Board
Effective July 1, 2006 - June 29, 2007

RANGE	CLASSIFICATION		STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	STEP G	STEP H
8	Laborers	A	\$21,632.00	\$22,291.36	\$22,956.96	\$23,651.68	\$24,360.96	\$25,088.96	\$25,841.92	\$26,621.92
		M	\$1,802.67	\$1,857.61	\$1,913.08	\$1,970.97	\$2,030.08	\$2,090.75	\$2,153.49	\$2,218.49
		BW	\$832.00	\$857.36	\$882.96	\$909.68	\$936.96	\$964.96	\$993.92	\$1,023.92
		H	\$10.400	\$10.717	\$11.037	\$11.371	\$11.712	\$12.062	\$12.424	\$12.799
9		A	\$22,628.32	\$23,306.40	\$24,005.28	\$24,722.88	\$25,461.28	\$26,228.80	\$27,015.04	\$27,824.16
		M	\$1,885.69	\$1,942.20	\$2,000.44	\$2,060.24	\$2,121.77	\$2,185.73	\$2,251.25	\$2,318.68
		BW	\$870.32	\$896.40	\$923.28	\$950.88	\$979.28	\$1,008.80	\$1,039.04	\$1,070.16
		H	\$10.879	\$11.205	\$11.541	\$11.886	\$12.241	\$12.610	\$12.988	\$13.377
10	Assistant Equipment Mechanic Transfer Station Laborer	A	\$23,668.32	\$24,379.68	\$25,111.84	\$25,864.80	\$26,638.56	\$27,435.20	\$28,258.88	\$29,105.44
		M	\$1,972.36	\$2,031.64	\$2,092.65	\$2,155.40	\$2,219.88	\$2,286.27	\$2,354.91	\$2,425.45
		BW	\$910.32	\$937.68	\$965.84	\$994.80	\$1,024.56	\$1,055.20	\$1,086.88	\$1,119.44
		H	\$11.379	\$11.721	\$12.073	\$12.435	\$12.807	\$13.190	\$13.586	\$13.993
11		A	\$24,758.24	\$25,502.88	\$26,264.16	\$27,052.48	\$27,865.76	\$28,699.84	\$29,558.88	\$30,447.04
		M	\$2,063.19	\$2,125.24	\$2,188.68	\$2,254.37	\$2,322.15	\$2,391.65	\$2,463.24	\$2,537.25
		BW	\$952.24	\$980.88	\$1,010.16	\$1,040.48	\$1,071.76	\$1,103.84	\$1,136.88	\$1,171.04
		H	\$11.903	\$12.261	\$12.627	\$13.006	\$13.397	\$13.798	\$14.211	\$14.638
12		A	\$25,893.92	\$26,673.92	\$27,474.72	\$28,296.32	\$29,144.96	\$30,020.64	\$30,921.28	\$31,848.96
		M	\$2,157.83	\$2,222.83	\$2,289.56	\$2,358.03	\$2,428.75	\$2,501.72	\$2,576.77	\$2,654.08
		BW	\$995.92	\$1,025.92	\$1,056.72	\$1,088.32	\$1,120.96	\$1,154.64	\$1,189.28	\$1,224.96
		H	\$12.449	\$12.824	\$13.209	\$13.604	\$14.012	\$14.433	\$14.866	\$15.312
13		A	\$27,085.76	\$27,896.96	\$28,737.28	\$29,600.48	\$30,486.56	\$31,401.76	\$32,350.24	\$33,317.44
		M	\$2,257.15	\$2,324.75	\$2,394.77	\$2,466.71	\$2,540.55	\$2,616.81	\$2,695.85	\$2,776.45
		BW	\$1,041.76	\$1,072.96	\$1,105.28	\$1,138.48	\$1,172.56	\$1,207.76	\$1,244.24	\$1,281.44
		H	\$13.022	\$13.412	\$13.816	\$14.231	\$14.657	\$15.097	\$15.553	\$16.018

PAY PLAN

BARGAINING UNIT EMPLOYEES
FULL-TIME/PART-TIME

FY07 Pay Plan: Contract Exhibit "A"
3.25% Across-the-Board
Effective July 1, 2006 - June 29, 2007

RANGE	CLASSIFICATION		STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	STEP G	STEP H
14		A	\$28,331.68	\$29,182.40	\$30,060.16	\$30,960.80	\$31,888.48	\$32,841.12	\$33,827.04	\$34,842.08
		M	\$2,360.97	\$2,431.87	\$2,505.01	\$2,580.07	\$2,657.37	\$2,736.76	\$2,818.92	\$2,903.51
		BW	\$1,089.68	\$1,122.40	\$1,156.16	\$1,190.80	\$1,226.48	\$1,263.12	\$1,301.04	\$1,340.08
		H	\$13.621	\$14.030	\$14.452	\$14.885	\$15.331	\$15.789	\$16.263	\$16.751
15	Groundskeeper Maintenance Worker WWTP Assistant	A	\$29,633.76	\$30,521.92	\$31,441.28	\$32,381.44	\$33,348.64	\$34,357.44	\$35,389.12	\$36,449.92
		M	\$2,469.48	\$2,543.49	\$2,620.11	\$2,698.45	\$2,779.05	\$2,863.12	\$2,949.09	\$3,037.49
		BW	\$1,139.76	\$1,173.92	\$1,209.28	\$1,245.44	\$1,282.64	\$1,321.44	\$1,361.12	\$1,401.92
		H	\$14.247	\$14.674	\$15.116	\$15.568	\$16.033	\$16.518	\$17.014	\$17.524
16	WWTP Operator I	A	\$30,998.24	\$31,930.08	\$32,884.80	\$33,872.80	\$34,894.08	\$35,936.16	\$37,013.60	\$38,126.40
		M	\$2,583.19	\$2,660.84	\$2,740.40	\$2,822.73	\$2,907.84	\$2,994.68	\$3,084.47	\$3,177.20
		BW	\$1,192.24	\$1,228.08	\$1,264.80	\$1,302.80	\$1,342.08	\$1,382.16	\$1,423.60	\$1,466.40
		H	\$14.903	\$15.351	\$15.810	\$16.285	\$16.776	\$17.277	\$17.795	\$18.330
17	Carpenter Equipment Operator Senior Groundskeeper	A	\$32,425.12	\$33,396.48	\$34,390.72	\$35,430.72	\$36,499.84	\$37,591.84	\$38,723.36	\$39,877.76
		M	\$2,702.09	\$2,783.04	\$2,865.89	\$2,952.56	\$3,041.65	\$3,132.65	\$3,226.95	\$3,323.15
		BW	\$1,247.12	\$1,284.48	\$1,322.72	\$1,362.72	\$1,403.84	\$1,445.84	\$1,489.36	\$1,533.76
		H	\$15.589	\$16.056	\$16.534	\$17.034	\$17.548	\$18.073	\$18.617	\$19.172
18	Equipment Mechanic Laboratory Technician WWTP Operator II	A	\$33,908.16	\$34,929.44	\$35,977.76	\$37,063.52	\$38,170.08	\$39,316.16	\$40,493.44	\$41,706.08
		M	\$2,825.68	\$2,910.79	\$2,998.15	\$3,088.63	\$3,180.84	\$3,276.35	\$3,374.45	\$3,475.51
		BW	\$1,304.16	\$1,343.44	\$1,383.76	\$1,425.52	\$1,468.08	\$1,512.16	\$1,557.44	\$1,604.08
		H	\$16.302	\$16.793	\$17.297	\$17.819	\$18.351	\$18.902	\$19.468	\$20.051

CITY OF CEDAR FALLS, IOWA
PAY PLAN

PUBLIC WORKS/PARKS
BARGAINING UNIT EMPLOYEES
SEASONAL

FY06 PAY PLAN: Exhibit "B"
3.00% Across-the-Board
Effective December 31, 2005 - December 29, 2006

RANGE	CLASSIFICATION		STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	STEP G	STEP H
2	Buildings & Grounds Maint. I	A	\$15,527.20	\$15,995.20	\$16,475.68	\$16,968.64	\$17,476.16	\$18,000.32	\$18,543.20	\$19,096.48
		M	\$1,293.93	\$1,332.93	\$1,372.97	\$1,414.05	\$1,456.35	\$1,500.03	\$1,545.27	\$1,591.37
		BW	\$597.20	\$615.20	\$633.68	\$652.64	\$672.16	\$692.32	\$713.20	\$734.48
		H	\$7.465	\$7.690	\$7.921	\$8.158	\$8.402	\$8.654	\$8.915	\$9.181
4	Buildings & Grounds Maint. II	A	\$16,991.52	\$17,501.12	\$18,025.28	\$18,566.08	\$19,125.60	\$19,699.68	\$20,288.32	\$20,899.84
		M	\$1,415.96	\$1,458.43	\$1,502.11	\$1,547.17	\$1,593.80	\$1,641.64	\$1,690.69	\$1,741.65
		BW	\$653.52	\$673.12	\$693.28	\$714.08	\$735.60	\$757.68	\$780.32	\$803.84
		H	\$8.169	\$8.414	\$8.666	\$8.926	\$9.195	\$9.471	\$9.754	\$10.048
8	Laborer	A	\$20,342.40	\$20,962.24	\$21,588.32	\$22,239.36	\$22,907.04	\$23,591.36	\$24,300.64	\$25,032.80
		M	\$1,695.20	\$1,746.85	\$1,799.03	\$1,853.28	\$1,908.92	\$1,965.95	\$2,025.05	\$2,086.07
		BW	\$782.40	\$806.24	\$830.32	\$855.36	\$881.04	\$907.36	\$934.64	\$962.80
		H	\$9.780	\$10.078	\$10.379	\$10.692	\$11.013	\$11.342	\$11.683	\$12.035

CITY OF CEDAR FALLS, IOWA
PAY PLAN

PUBLIC WORKS/PARKS
BARGAINING UNIT EMPLOYEES
SEASONAL

FY07 PAY PLAN: Exhibit "B"
3.25% Across-the-Board
Effective December 30, 2006 - December 28, 2007

RANGE	CLASSIFICATION		STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	STEP G	STEP H
2	Buildings & Grounds Maint. I	A	\$16,032.64	\$16,515.20	\$17,010.24	\$17,519.84	\$18,044.00	\$18,584.80	\$19,146.40	\$19,716.32
		M	\$1,336.05	\$1,376.27	\$1,417.52	\$1,459.99	\$1,503.67	\$1,548.73	\$1,595.53	\$1,643.03
		BW	\$616.64	\$635.20	\$654.24	\$673.84	\$694.00	\$714.80	\$736.40	\$758.32
		H	\$7.708	\$7.940	\$8.178	\$8.423	\$8.675	\$8.935	\$9.205	\$9.479
4	Buildings & Grounds Maint. II	A	\$17,542.72	\$18,068.96	\$18,611.84	\$19,169.28	\$19,747.52	\$20,340.32	\$20,947.68	\$21,580.00
		M	\$1,461.89	\$1,505.75	\$1,550.99	\$1,597.44	\$1,645.63	\$1,695.03	\$1,745.64	\$1,798.33
		BW	\$674.72	\$694.96	\$715.84	\$737.28	\$759.52	\$782.32	\$805.68	\$830.00
		H	\$8.434	\$8.687	\$8.948	\$9.216	\$9.494	\$9.779	\$10.071	\$10.375
8	Laborer	A	\$21,003.84	\$21,644.48	\$22,289.28	\$22,961.12	\$23,651.68	\$24,358.88	\$25,091.04	\$25,846.08
		M	\$1,750.32	\$1,803.71	\$1,857.44	\$1,913.43	\$1,970.97	\$2,029.91	\$2,090.92	\$2,153.84
		BW	\$807.84	\$832.48	\$857.28	\$883.12	\$909.68	\$936.88	\$965.04	\$994.08
		H	\$10.098	\$10.406	\$10.716	\$11.039	\$11.371	\$11.711	\$12.063	\$12.426

CITY OF CEDAR FALLS, IOWA
PAY PLAN

PUBLIC WORKS/PARKS
BARGAINING UNIT EMPLOYEES
FULL-TIME/PART-TIME

FY08 Pay Plan: Contract Exhibit "A"
3.50% Across-the-Board
Effective June 30, 2007 - June 27, 2008

RANGE	CLASSIFICATION		STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	STEP G	STEP H
2		A	\$17,091.36	\$17,605.12	\$18,135.52	\$18,678.40	\$19,235.84	\$19,814.08	\$20,408.96	\$21,018.40
		M	\$1,424.28	\$1,467.09	\$1,511.29	\$1,556.53	\$1,602.99	\$1,651.17	\$1,700.75	\$1,751.53
		BW	\$657.36	\$677.12	\$697.52	\$718.40	\$739.84	\$762.08	\$784.96	\$808.40
		H	\$8.217	\$8.464	\$8.719	\$8.980	\$9.248	\$9.526	\$9.812	\$10.105
3		A	\$17,877.60	\$18,412.16	\$18,961.28	\$19,539.52	\$20,119.84	\$20,725.12	\$21,347.04	\$21,985.60
		M	\$1,489.80	\$1,534.35	\$1,580.11	\$1,628.29	\$1,676.65	\$1,727.09	\$1,778.92	\$1,832.13
		BW	\$687.60	\$708.16	\$729.28	\$751.52	\$773.84	\$797.12	\$821.04	\$845.60
		H	\$8.595	\$8.852	\$9.116	\$9.394	\$9.673	\$9.964	\$10.263	\$10.570
4	Custodian I	A	\$18,701.28	\$19,262.88	\$19,841.12	\$20,436.00	\$21,051.68	\$21,684.00	\$22,332.96	\$23,002.72
		M	\$1,558.44	\$1,605.24	\$1,653.43	\$1,703.00	\$1,754.31	\$1,807.00	\$1,861.08	\$1,916.89
		BW	\$719.28	\$740.88	\$763.12	\$786.00	\$809.68	\$834.00	\$858.96	\$884.72
		H	\$8.991	\$9.261	\$9.539	\$9.825	\$10.121	\$10.425	\$10.737	\$11.059
5		A	\$19,560.32	\$20,151.04	\$20,754.24	\$21,378.24	\$22,018.88	\$22,680.32	\$23,358.40	\$24,059.36
		M	\$1,630.03	\$1,679.25	\$1,729.52	\$1,781.52	\$1,834.91	\$1,890.03	\$1,946.53	\$2,004.95
		BW	\$752.32	\$775.04	\$798.24	\$822.24	\$846.88	\$872.32	\$898.40	\$925.36
		H	\$9.404	\$9.688	\$9.978	\$10.278	\$10.586	\$10.904	\$11.230	\$11.567
6	Custodian II	A	\$20,463.04	\$21,076.64	\$21,704.80	\$22,360.00	\$23,029.76	\$23,724.48	\$24,431.68	\$25,168.00
		M	\$1,705.25	\$1,756.39	\$1,808.73	\$1,863.33	\$1,919.15	\$1,977.04	\$2,035.97	\$2,097.33
		BW	\$787.04	\$810.64	\$834.80	\$860.00	\$885.76	\$912.48	\$939.68	\$968.00
		H	\$9.838	\$10.133	\$10.435	\$10.750	\$11.072	\$11.406	\$11.746	\$12.100
7		A	\$21,403.20	\$22,043.84	\$22,709.44	\$23,387.52	\$24,090.56	\$24,812.32	\$25,554.88	\$26,324.48
		M	\$1,783.60	\$1,836.99	\$1,892.45	\$1,948.96	\$2,007.55	\$2,067.69	\$2,129.57	\$2,193.71
		BW	\$823.20	\$847.84	\$873.44	\$899.52	\$926.56	\$954.32	\$982.88	\$1,012.48
		H	\$10.290	\$10.598	\$10.918	\$11.244	\$11.582	\$11.929	\$12.286	\$12.656

PAY PLAN

BARGAINING UNIT EMPLOYEES
FULL-TIME/PART-TIME

FY08 Pay Plan: Contract Exhibit "A"
3.50% Across-the-Board
Effective June 30, 2007 - June 27, 2008

RANGE	CLASSIFICATION		STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	STEP G	STEP H
8	Laborers	A	\$22,389.12	\$23,071.36	\$23,759.84	\$24,479.52	\$25,213.76	\$25,966.72	\$26,746.72	\$27,553.76
		M	\$1,865.76	\$1,922.61	\$1,979.99	\$2,039.96	\$2,101.15	\$2,163.89	\$2,228.89	\$2,296.15
		BW	\$861.12	\$887.36	\$913.84	\$941.52	\$969.76	\$998.72	\$1,028.72	\$1,059.76
		H	\$10.764	\$11.092	\$11.423	\$11.769	\$12.122	\$12.484	\$12.859	\$13.247
9		A	\$23,420.80	\$24,121.76	\$24,845.60	\$25,588.16	\$26,351.52	\$27,146.08	\$27,961.44	\$28,797.60
		M	\$1,951.73	\$2,010.15	\$2,070.47	\$2,132.35	\$2,195.96	\$2,262.17	\$2,330.12	\$2,399.80
		BW	\$900.80	\$927.76	\$955.60	\$984.16	\$1,013.52	\$1,044.08	\$1,075.44	\$1,107.60
		H	\$11.260	\$11.597	\$11.945	\$12.302	\$12.669	\$13.051	\$13.443	\$13.845
10	Assistant Equipment Mechanic Transfer Station Laborer	A	\$24,496.16	\$25,232.48	\$25,991.68	\$26,769.60	\$27,570.40	\$28,396.16	\$29,248.96	\$30,124.64
		M	\$2,041.35	\$2,102.71	\$2,165.97	\$2,230.80	\$2,297.53	\$2,366.35	\$2,437.41	\$2,510.39
		BW	\$942.16	\$970.48	\$999.68	\$1,029.60	\$1,060.40	\$1,092.16	\$1,124.96	\$1,158.64
		H	\$11.777	\$12.131	\$12.496	\$12.870	\$13.255	\$13.652	\$14.062	\$14.483
11		A	\$25,625.60	\$26,395.20	\$27,183.52	\$27,998.88	\$28,841.28	\$29,704.48	\$30,592.64	\$31,512.00
		M	\$2,135.47	\$2,199.60	\$2,265.29	\$2,333.24	\$2,403.44	\$2,475.37	\$2,549.39	\$2,626.00
		BW	\$985.60	\$1,015.20	\$1,045.52	\$1,076.88	\$1,109.28	\$1,142.48	\$1,176.64	\$1,212.00
		H	\$12.320	\$12.690	\$13.069	\$13.461	\$13.866	\$14.281	\$14.708	\$15.150
12		A	\$26,800.80	\$27,607.84	\$28,435.68	\$29,286.40	\$30,164.16	\$31,071.04	\$32,002.88	\$32,963.84
		M	\$2,233.40	\$2,300.65	\$2,369.64	\$2,440.53	\$2,513.68	\$2,589.25	\$2,666.91	\$2,746.99
		BW	\$1,030.80	\$1,061.84	\$1,093.68	\$1,126.40	\$1,160.16	\$1,195.04	\$1,230.88	\$1,267.84
		H	\$12.885	\$13.273	\$13.671	\$14.080	\$14.502	\$14.938	\$15.386	\$15.848
13		A	\$28,034.24	\$28,872.48	\$29,744.00	\$30,636.32	\$31,553.60	\$32,500.00	\$33,481.76	\$34,484.32
		M	\$2,336.19	\$2,406.04	\$2,478.67	\$2,553.03	\$2,629.47	\$2,708.33	\$2,790.15	\$2,873.69
		BW	\$1,078.24	\$1,110.48	\$1,144.00	\$1,178.32	\$1,213.60	\$1,250.00	\$1,287.76	\$1,326.32
		H	\$13.478	\$13.881	\$14.300	\$14.729	\$15.170	\$15.625	\$16.097	\$16.579

PAY PLAN

BARGAINING UNIT EMPLOYEES
FULL-TIME/PART-TIME

FY08 Pay Plan: Contract Exhibit "A"
3.50% Across-the-Board
Effective June 30, 2007 - June 27, 2008

RANGE	CLASSIFICATION		STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	STEP G	STEP H
14		A	\$29,323.84	\$30,203.68	\$31,112.64	\$32,044.48	\$33,005.44	\$33,991.36	\$35,010.56	\$36,060.96
		M	\$2,443.65	\$2,516.97	\$2,592.72	\$2,670.37	\$2,750.45	\$2,832.61	\$2,917.55	\$3,005.08
		BW	\$1,127.84	\$1,161.68	\$1,196.64	\$1,232.48	\$1,269.44	\$1,307.36	\$1,346.56	\$1,386.96
		H	\$14.098	\$14.521	\$14.958	\$15.406	\$15.868	\$16.342	\$16.832	\$17.337
15	Groundskeeper Maintenance Worker WWTP Assistant	A	\$30,671.68	\$31,591.04	\$32,541.60	\$33,515.04	\$34,515.52	\$35,559.68	\$36,626.72	\$37,724.96
		M	\$2,555.97	\$2,632.59	\$2,711.80	\$2,792.92	\$2,876.29	\$2,963.31	\$3,052.23	\$3,143.75
		BW	\$1,179.68	\$1,215.04	\$1,251.60	\$1,289.04	\$1,327.52	\$1,367.68	\$1,408.72	\$1,450.96
		H	\$14.746	\$15.188	\$15.645	\$16.113	\$16.594	\$17.096	\$17.609	\$18.137
16	WWTP Operator I	A	\$32,084.00	\$33,047.04	\$34,035.04	\$35,058.40	\$36,115.04	\$37,194.56	\$38,309.44	\$39,461.76
		M	\$2,673.67	\$2,753.92	\$2,836.25	\$2,921.53	\$3,009.59	\$3,099.55	\$3,192.45	\$3,288.48
		BW	\$1,234.00	\$1,271.04	\$1,309.04	\$1,348.40	\$1,389.04	\$1,430.56	\$1,473.44	\$1,517.76
		H	\$15.425	\$15.888	\$16.363	\$16.855	\$17.363	\$17.882	\$18.418	\$18.972
17	Carpenter Equipment Operator Senior Groundskeeper	A	\$33,560.80	\$34,565.44	\$35,595.04	\$36,670.40	\$37,776.96	\$38,908.48	\$40,079.52	\$41,273.44
		M	\$2,796.73	\$2,880.45	\$2,966.25	\$3,055.87	\$3,148.08	\$3,242.37	\$3,339.96	\$3,439.45
		BW	\$1,290.80	\$1,329.44	\$1,369.04	\$1,410.40	\$1,452.96	\$1,496.48	\$1,541.52	\$1,587.44
		H	\$16.135	\$16.618	\$17.113	\$17.630	\$18.162	\$18.706	\$19.269	\$19.843
18	Equipment Mechanic Laboratory Technician WWTP Operator II	A	\$35,095.84	\$36,152.48	\$37,236.16	\$38,361.44	\$39,505.44	\$40,693.12	\$41,909.92	\$43,166.24
		M	\$2,924.65	\$3,012.71	\$3,103.01	\$3,196.79	\$3,292.12	\$3,391.09	\$3,492.49	\$3,597.19
		BW	\$1,349.84	\$1,390.48	\$1,432.16	\$1,475.44	\$1,519.44	\$1,565.12	\$1,611.92	\$1,660.24
		H	\$16.873	\$17.381	\$17.902	\$18.443	\$18.993	\$19.564	\$20.149	\$20.753

CITY OF CEDAR FALLS, IOWA
PAY PLAN

PUBLIC WORKS/PARKS
BARGAINING UNIT EMPLOYEES
SEASONAL

FY08 PAY PLAN: Exhibit "B"
3.50% Across-the-Board
Effective December 29, 2007 - December 26, 2008

RANGE	CLASSIFICATION		STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	STEP G	STEP H
2	Buildings & Grounds Maint. I	A	\$16,594.24	\$17,093.44	\$17,605.12	\$18,133.44	\$18,676.32	\$19,235.84	\$19,816.16	\$20,406.88
		M	\$1,382.85	\$1,424.45	\$1,467.09	\$1,511.12	\$1,556.36	\$1,602.99	\$1,651.35	\$1,700.57
		BW	\$638.24	\$657.44	\$677.12	\$697.44	\$718.32	\$739.84	\$762.16	\$784.88
		H	\$7.978	\$8.218	\$8.464	\$8.718	\$8.979	\$9.248	\$9.527	\$9.811
4	Buildings & Grounds Maint. II	A	\$18,156.32	\$18,701.28	\$19,262.88	\$19,841.12	\$20,438.08	\$21,051.68	\$21,679.84	\$22,335.04
		M	\$1,513.03	\$1,558.44	\$1,605.24	\$1,653.43	\$1,703.17	\$1,754.31	\$1,806.65	\$1,861.25
		BW	\$698.32	\$719.28	\$740.88	\$763.12	\$786.08	\$809.68	\$833.84	\$859.04
		H	\$8.729	\$8.991	\$9.261	\$9.539	\$9.826	\$10.121	\$10.423	\$10.738
8	Laborer	A	\$21,738.08	\$22,401.60	\$23,069.28	\$23,764.00	\$24,479.52	\$25,211.68	\$25,968.80	\$26,750.88
		M	\$1,811.51	\$1,866.80	\$1,922.44	\$1,980.33	\$2,039.96	\$2,100.97	\$2,164.07	\$2,229.24
		BW	\$836.08	\$861.60	\$887.28	\$914.00	\$941.52	\$969.68	\$998.80	\$1,028.88
		H	\$10.451	\$10.770	\$11.091	\$11.425	\$11.769	\$12.121	\$12.485	\$12.861

CITY OF CEDAR FALLS, IOWA
PAY PLAN

PUBLIC WORKS/PARKS
BARGAINING UNIT EMPLOYEES
FULL-TIME/PART-TIME

FY09 Pay Plan: Contract Exhibit "A"
3.75% Across-the-Board
Effective June 28, 2008 - June 26, 2009

RANGE	CLASSIFICATION		STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	STEP G	STEP H
2		A	\$17,732.00	\$18,264.48	\$18,815.68	\$19,379.36	\$19,957.60	\$20,556.64	\$21,174.40	\$21,806.72
		M	\$1,477.67	\$1,522.04	\$1,567.97	\$1,614.95	\$1,663.13	\$1,713.05	\$1,764.53	\$1,817.23
		BW	\$682.00	\$702.48	\$723.68	\$745.36	\$767.60	\$790.64	\$814.40	\$838.72
		H	\$8.525	\$8.781	\$9.046	\$9.317	\$9.595	\$9.883	\$10.180	\$10.484
3		A	\$18,547.36	\$19,102.72	\$19,672.64	\$20,271.68	\$20,874.88	\$21,503.04	\$22,147.84	\$22,809.28
		M	\$1,545.61	\$1,591.89	\$1,639.39	\$1,689.31	\$1,739.57	\$1,791.92	\$1,845.65	\$1,900.77
		BW	\$713.36	\$734.72	\$756.64	\$779.68	\$802.88	\$827.04	\$851.84	\$877.28
		H	\$8.917	\$9.184	\$9.458	\$9.746	\$10.036	\$10.338	\$10.648	\$10.966
4	Custodian I	A	\$19,402.24	\$19,984.64	\$20,585.76	\$21,201.44	\$21,842.08	\$22,497.28	\$23,171.20	\$23,865.92
		M	\$1,616.85	\$1,665.39	\$1,715.48	\$1,766.79	\$1,820.17	\$1,874.77	\$1,930.93	\$1,988.83
		BW	\$746.24	\$768.64	\$791.76	\$815.44	\$840.08	\$865.28	\$891.20	\$917.92
		H	\$9.328	\$9.608	\$9.897	\$10.193	\$10.501	\$10.816	\$11.140	\$11.474
5		A	\$20,294.56	\$20,906.08	\$21,532.16	\$22,179.04	\$22,844.64	\$23,531.04	\$24,234.08	\$24,962.08
		M	\$1,691.21	\$1,742.17	\$1,794.35	\$1,848.25	\$1,903.72	\$1,960.92	\$2,019.51	\$2,080.17
		BW	\$780.56	\$804.08	\$828.16	\$853.04	\$878.64	\$905.04	\$932.08	\$960.08
		H	\$9.757	\$10.051	\$10.352	\$10.663	\$10.983	\$11.313	\$11.651	\$12.001
6	Custodian II	A	\$21,230.56	\$21,867.04	\$22,518.08	\$23,198.24	\$23,892.96	\$24,614.72	\$25,346.88	\$26,112.32
		M	\$1,769.21	\$1,822.25	\$1,876.51	\$1,933.19	\$1,991.08	\$2,051.23	\$2,112.24	\$2,176.03
		BW	\$816.56	\$841.04	\$866.08	\$892.24	\$918.96	\$946.72	\$974.88	\$1,004.32
		H	\$10.207	\$10.513	\$10.826	\$11.153	\$11.487	\$11.834	\$12.186	\$12.554
7		A	\$22,206.08	\$22,869.60	\$23,560.16	\$24,265.28	\$24,993.28	\$25,742.08	\$26,513.76	\$27,312.48
		M	\$1,850.51	\$1,905.80	\$1,963.35	\$2,022.11	\$2,082.77	\$2,145.17	\$2,209.48	\$2,276.04
		BW	\$854.08	\$879.60	\$906.16	\$933.28	\$961.28	\$990.08	\$1,019.76	\$1,050.48
		H	\$10.676	\$10.995	\$11.327	\$11.666	\$12.016	\$12.376	\$12.747	\$13.131

PAY PLAN

BARGAINING UNIT EMPLOYEES
FULL-TIME/PART-TIME

FY09 Pay Plan: Contract Exhibit "A"
3.75% Across-the-Board
Effective June 28, 2008 - June 26, 2009

RANGE	CLASSIFICATION		STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	STEP G	STEP H
8	Laborers	A	\$23,229.44	\$23,936.64	\$24,650.08	\$25,396.80	\$26,160.16	\$26,940.16	\$27,749.28	\$28,587.52
		M	\$1,935.79	\$1,994.72	\$2,054.17	\$2,116.40	\$2,180.01	\$2,245.01	\$2,312.44	\$2,382.29
		BW	\$893.44	\$920.64	\$948.08	\$976.80	\$1,006.16	\$1,036.16	\$1,067.28	\$1,099.52
		H	\$11.168	\$11.508	\$11.851	\$12.210	\$12.577	\$12.952	\$13.341	\$13.744
9		A	\$24,298.56	\$25,026.56	\$25,777.44	\$26,547.04	\$27,339.52	\$28,163.20	\$29,009.76	\$29,877.12
		M	\$2,024.88	\$2,085.55	\$2,148.12	\$2,212.25	\$2,278.29	\$2,346.93	\$2,417.48	\$2,489.76
		BW	\$934.56	\$962.56	\$991.44	\$1,021.04	\$1,051.52	\$1,083.20	\$1,115.76	\$1,149.12
		H	\$11.682	\$12.032	\$12.393	\$12.763	\$13.144	\$13.540	\$13.947	\$14.364
10	Assistant Equipment Mechanic Transfer Station Laborer	A	\$25,415.52	\$26,178.88	\$26,967.20	\$27,774.24	\$28,604.16	\$29,461.12	\$30,345.12	\$31,254.08
		M	\$2,117.96	\$2,181.57	\$2,247.27	\$2,314.52	\$2,383.68	\$2,455.09	\$2,528.76	\$2,604.51
		BW	\$977.52	\$1,006.88	\$1,037.20	\$1,068.24	\$1,100.16	\$1,133.12	\$1,167.12	\$1,202.08
		H	\$12.219	\$12.586	\$12.965	\$13.353	\$13.752	\$14.164	\$14.589	\$15.026
11		A	\$26,586.56	\$27,385.28	\$28,202.72	\$29,049.28	\$29,922.88	\$30,819.36	\$31,740.80	\$32,693.44
		M	\$2,215.55	\$2,282.11	\$2,350.23	\$2,420.77	\$2,493.57	\$2,568.28	\$2,645.07	\$2,724.45
		BW	\$1,022.56	\$1,053.28	\$1,084.72	\$1,117.28	\$1,150.88	\$1,185.36	\$1,220.80	\$1,257.44
		H	\$12.782	\$13.166	\$13.559	\$13.966	\$14.386	\$14.817	\$15.260	\$15.718
12		A	\$27,805.44	\$28,643.68	\$29,502.72	\$30,384.64	\$31,295.68	\$32,235.84	\$33,203.04	\$34,199.36
		M	\$2,317.12	\$2,386.97	\$2,458.56	\$2,532.05	\$2,607.97	\$2,686.32	\$2,766.92	\$2,849.95
		BW	\$1,069.44	\$1,101.68	\$1,134.72	\$1,168.64	\$1,203.68	\$1,239.84	\$1,277.04	\$1,315.36
		H	\$13.368	\$13.771	\$14.184	\$14.608	\$15.046	\$15.498	\$15.963	\$16.442
13		A	\$29,084.64	\$29,956.16	\$30,858.88	\$31,784.48	\$32,737.12	\$33,718.88	\$34,738.08	\$35,778.08
		M	\$2,423.72	\$2,496.35	\$2,571.57	\$2,648.71	\$2,728.09	\$2,809.91	\$2,894.84	\$2,981.51
		BW	\$1,118.64	\$1,152.16	\$1,186.88	\$1,222.48	\$1,259.12	\$1,296.88	\$1,336.08	\$1,376.08
		H	\$13.983	\$14.402	\$14.836	\$15.281	\$15.739	\$16.211	\$16.701	\$17.201

PAY PLAN

BARGAINING UNIT EMPLOYEES
FULL-TIME/PART-TIME

FY09 Pay Plan: Contract Exhibit "A"
3.75% Across-the-Board
Effective June 28, 2008 - June 26, 2009

RANGE	CLASSIFICATION		STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	STEP G	STEP H
14		A	\$30,424.16	\$31,337.28	\$32,279.52	\$33,246.72	\$34,243.04	\$35,266.40	\$36,323.04	\$37,412.96
		M	\$2,535.35	\$2,611.44	\$2,689.96	\$2,770.56	\$2,853.59	\$2,938.87	\$3,026.92	\$3,117.75
		BW	\$1,170.16	\$1,205.28	\$1,241.52	\$1,278.72	\$1,317.04	\$1,356.40	\$1,397.04	\$1,438.96
		H	\$14.627	\$15.066	\$15.519	\$15.984	\$16.463	\$16.955	\$17.463	\$17.987
15	Groundskeeper Maintenance Worker WWTP Assistant	A	\$31,821.92	\$32,776.64	\$33,762.56	\$34,771.36	\$35,809.28	\$36,892.96	\$37,999.52	\$39,139.36
		M	\$2,651.83	\$2,731.39	\$2,813.55	\$2,897.61	\$2,984.11	\$3,074.41	\$3,166.63	\$3,261.61
		BW	\$1,223.92	\$1,260.64	\$1,298.56	\$1,337.36	\$1,377.28	\$1,418.96	\$1,461.52	\$1,505.36
		H	\$15.299	\$15.758	\$16.232	\$16.717	\$17.216	\$17.737	\$18.269	\$18.817
16	WWTP Operator I	A	\$33,286.24	\$34,286.72	\$35,312.16	\$36,372.96	\$37,469.12	\$38,590.24	\$39,746.72	\$40,940.64
		M	\$2,773.85	\$2,857.23	\$2,942.68	\$3,031.08	\$3,122.43	\$3,215.85	\$3,312.23	\$3,411.72
		BW	\$1,280.24	\$1,318.72	\$1,358.16	\$1,398.96	\$1,441.12	\$1,484.24	\$1,528.72	\$1,574.64
		H	\$16.003	\$16.484	\$16.977	\$17.487	\$18.014	\$18.553	\$19.109	\$19.683
17	Carpenter Equipment Operator Senior Groundskeeper	A	\$34,819.20	\$35,861.28	\$36,930.40	\$38,045.28	\$39,193.44	\$40,366.56	\$41,583.36	\$42,820.96
		M	\$2,901.60	\$2,988.44	\$3,077.53	\$3,170.44	\$3,266.12	\$3,363.88	\$3,465.28	\$3,568.41
		BW	\$1,339.20	\$1,379.28	\$1,420.40	\$1,463.28	\$1,507.44	\$1,552.56	\$1,599.36	\$1,646.96
		H	\$16.740	\$17.241	\$17.755	\$18.291	\$18.843	\$19.407	\$19.992	\$20.587
18	Equipment Mechanic Laboratory Technician WWTP Operator II	A	\$36,412.48	\$37,508.64	\$38,631.84	\$39,800.80	\$40,986.40	\$42,219.84	\$43,482.40	\$44,784.48
		M	\$3,034.37	\$3,125.72	\$3,219.32	\$3,316.73	\$3,415.53	\$3,518.32	\$3,623.53	\$3,732.04
		BW	\$1,400.48	\$1,442.64	\$1,485.84	\$1,530.80	\$1,576.40	\$1,623.84	\$1,672.40	\$1,722.48
		H	\$17.506	\$18.033	\$18.573	\$19.135	\$19.705	\$20.298	\$20.905	\$21.531

CITY OF CEDAR FALLS, IOWA
PAY PLAN

PUBLIC WORKS/PARKS
BARGAINING UNIT EMPLOYEES
SEASONAL

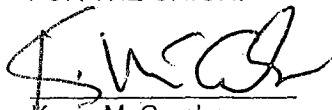
FY09 PAY PLAN: Exhibit "B"
3.75% Across-the-Board
Effective December 27, 2008 - December 25, 2009

RANGE	CLASSIFICATION		STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	STEP G	STEP H
2	Buildings & Grounds Maint. I	A	\$17,216.16	\$17,734.08	\$18,264.48	\$18,813.60	\$19,377.28	\$19,957.60	\$20,558.72	\$21,172.32
		M	\$1,434.68	\$1,477.84	\$1,522.04	\$1,567.80	\$1,614.77	\$1,663.13	\$1,713.23	\$1,764.36
		BW	\$662.16	\$682.08	\$702.48	\$723.60	\$745.28	\$767.60	\$790.72	\$814.32
		H	\$8.277	\$8.526	\$8.781	\$9.045	\$9.316	\$9.595	\$9.884	\$10.179
4	Buildings & Grounds Maint. II	A	\$18,836.48	\$19,402.24	\$19,984.64	\$20,585.76	\$21,203.52	\$21,842.08	\$22,493.12	\$23,173.28
		M	\$1,569.71	\$1,616.85	\$1,665.39	\$1,715.48	\$1,766.96	\$1,820.17	\$1,874.43	\$1,931.11
		BW	\$724.48	\$746.24	\$768.64	\$791.76	\$815.52	\$840.08	\$865.12	\$891.28
		H	\$9.056	\$9.328	\$9.608	\$9.897	\$10.194	\$10.501	\$10.814	\$11.141
8	Laborer	A	\$22,553.44	\$23,241.92	\$23,934.56	\$24,654.24	\$25,396.80	\$26,158.08	\$26,942.24	\$27,753.44
		M	\$1,879.45	\$1,936.83	\$1,994.55	\$2,054.52	\$2,116.40	\$2,179.84	\$2,245.19	\$2,312.79
		BW	\$867.44	\$893.92	\$920.56	\$948.24	\$976.80	\$1,006.08	\$1,036.24	\$1,067.44
		H	\$10.843	\$11.174	\$11.507	\$11.853	\$12.210	\$12.576	\$12.953	\$13.343

LETTER OF UNDERSTANDING BETWEEN
CITY OF CEDAR FALLS, IOWA
AND
TEAMSTERS UNION LOCAL NO. 238
(Park/Public Works Department)
REGARDING HEALTH INSURANCE
FY2007 ONLY

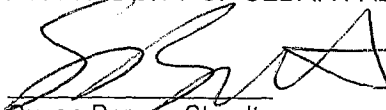
For one year only (FY2007) the City will facilitate, for those employees on Plan A for FY2006 and who receive their paycheck via direct deposit, a means by which employees can place the difference between what they paid in FY2006 for old Plan A health insurance contributions and their new FY2007 health insurance contribution, which is \$117.54, (i.e. \$127.82 - \$10.28 for a total of \$117.54 per month) into a savings account to be accessed by the employee as needed to cover the higher deductible and out of pocket maximum expenses. This account will need to be established by the employee. Due to IRS regulations, such amounts withheld to be deposited in the savings account are not on a pre-tax basis. (In the alternative, employees may utilize the Section 125 Cafeteria Plan subject to IRS rules and regulations governing those contributions.)

FOR THE UNION:



Kevin McCombs
Business Representative

FOR THE CITY OF CEDAR FALLS, IOWA:



Susan Bernau Staudt
City Attorney